Employers of National Service

Strengthening the National Service to Employment Pipeline

What is the Employers of National Service Initiative?

- President Obama launched initiative September 12, 2014 to **recognize the valuable skills** of AmeriCorps and Peace Corps Alumni.

- Connects AmeriCorps and Peace Corps alumni with leading employers from the private, public, and nonprofit sectors to create recruitment, hiring, and advancement opportunities.

Why Hire National Service Alums?

Top 5 Skills

- Initiative
- Interpersonal and Intercultural Communication
- Adaptability
- Collaboration
- Accountability

Virginia looking to hire AmeriCorps and Peace Corps Alumni

January 27, 2015 – Virginia is the First State in the Nation to Become Employer of National Service

VIRGINIA DEPARTMENT OF SOCIAL SERVICES

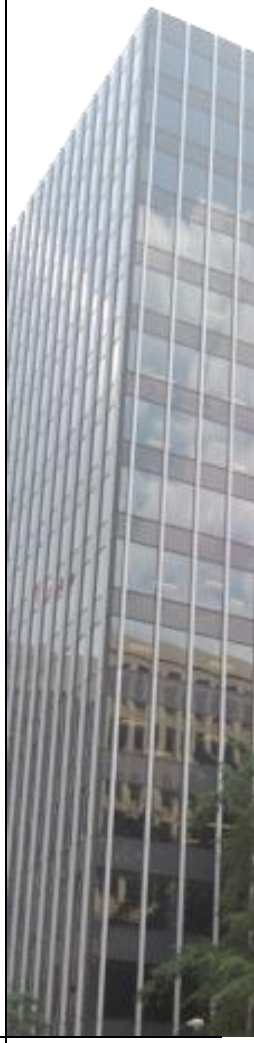
National Service Training Crosswalk

Transitioning Your Training and Experiences

People helping people triumph over poverty, families abuse and neglect to shape strong futures for themselves, their and communities

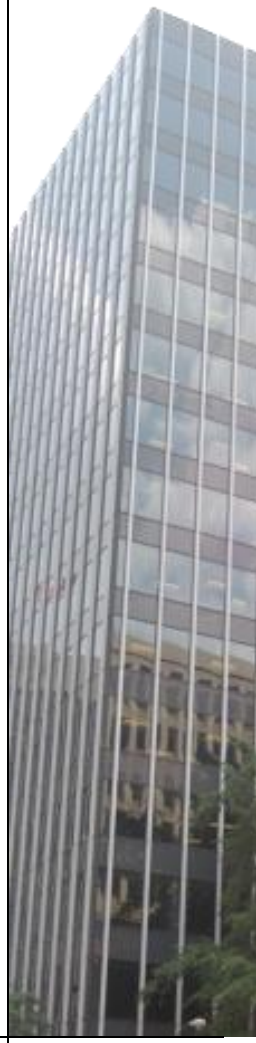
National Service Crosswalk

- Purpose
- Outcome
- Competencies
- Learning Objective



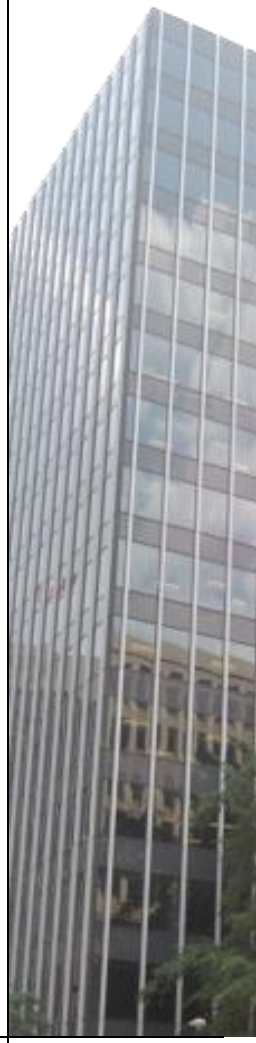
Crosswalk Purpose

- Examine National Service Experience
- Identify Opportunities
- Identify Requirements
- Explore the Labor Market Information(LMI)
- Document the Gap



What Kind of Job Seeker are You?

- Transitioning Generalist
- Career Switcher
- Undecided
- Multi-Tracker
- Work Exercise

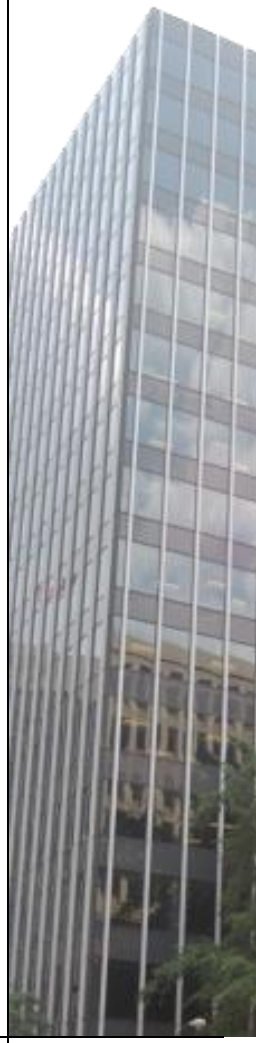


Credentialing

Licensure | Certifications |Apprenticeship

Credentials

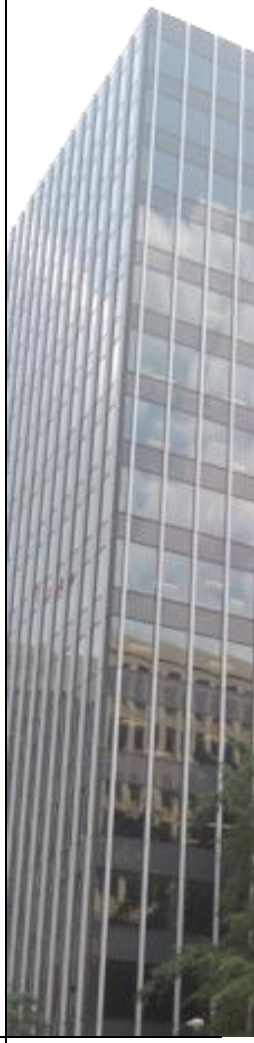
- May be required by law or an employer for employment
- Lead to higher pay or improve promotion potential
- Demonstrates transferability of National Service skills and relevance in the workforce



Influences on Career Selection

There are two major influences on Career Selection

- Geographic Location
  - Determine your potential priorities
  - Research/explore geographic locations
- Labor Market Information(LMI)
  - LMI can help you understand todays complex workforce by researching/exploring the national, state, and local employment demographics



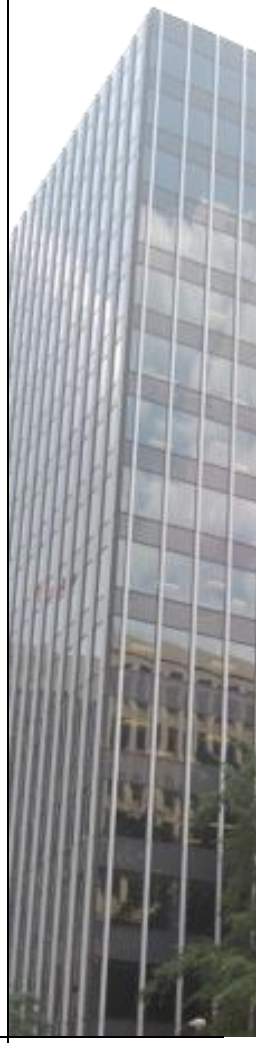
https://data.virginialmi.com

Gap Analysis ~ Part A

Part A: Filling the Gap

Complete the "Where am I now" column, the "Where am I going" column, and finally fill the Gap by completing the "What do I need to fill in the Gap" column.

Where am I now? Current Training:_____	**What do I need to fill the Gap?**	**Where am I going?** Civilian Occupation:_____ My Future to complete this column.
Experience and Skills I have:	Experience and skills I need to obtain:	Experience and skills this occupation requires:
Education and training I have:	Education and training I need to obtain:	Education and training this occupation requires:
Credentials (licenses, Certifications, apprenticeships) I have:	Credentials (licenses, Certifications, apprenticeships) I need to obtain:	Credentials (licenses, Certifications, apprenticeships) or any other requirements for this occupation:



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Focus on occupations that use a specific tool or software. Explore occupations that need your skills.
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The Green Economy is changing tasks, skills, and jobs across the country.
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U.S. Department of Labor
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Build your future with O*NET OnLine.
Welcome to your tool for career exploration and job analysis!
O*NET OnLine has detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals, students, researchers, and more!
What is O*NET?
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Occupation Search
Keyword or O*NET-SOC Code:
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Put your military skills and experience to work in civilian life. Learn how at:
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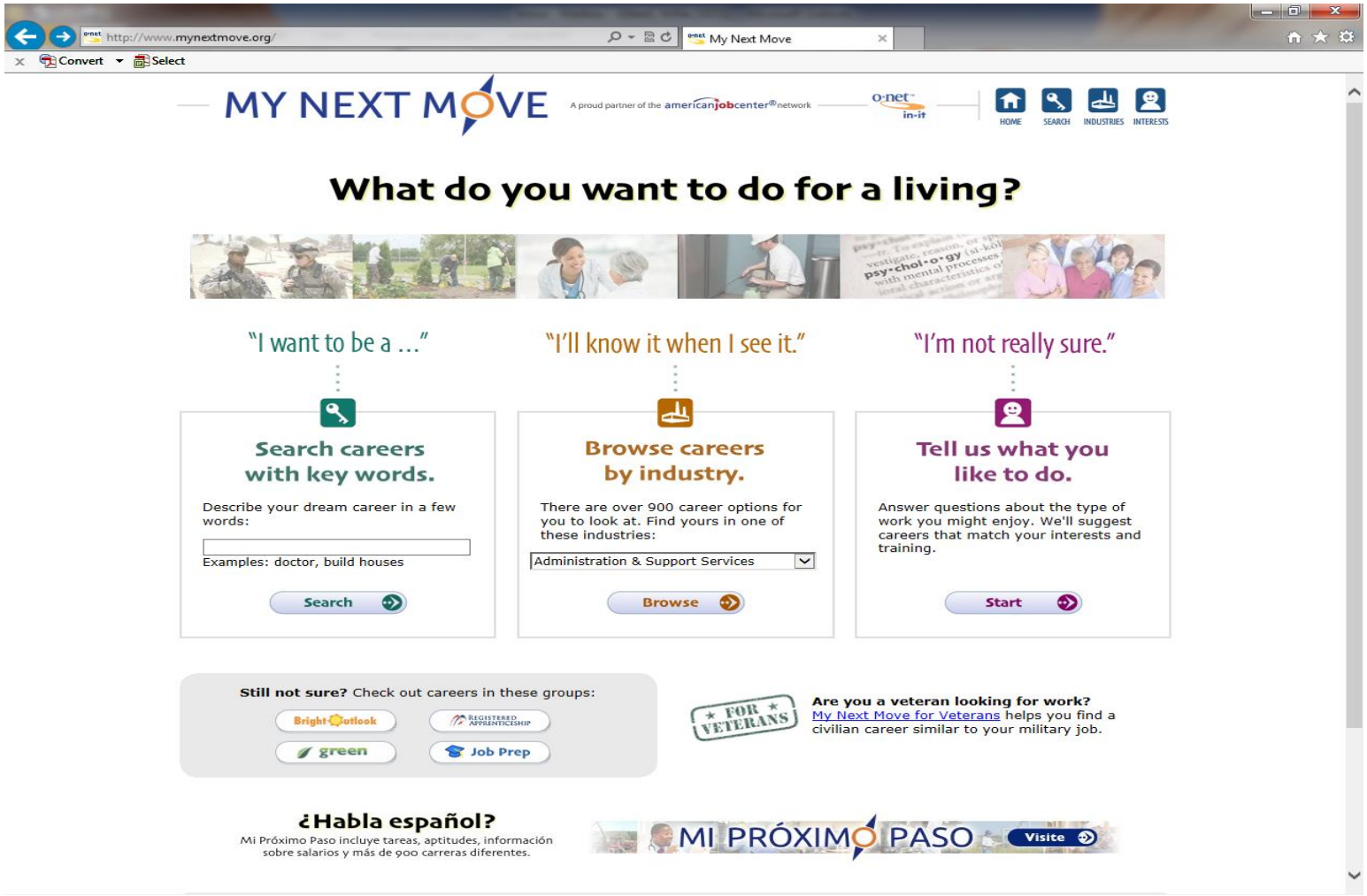
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What do you want to do for a living?
"I want to be a ..."
"I'll know it when I see it."
"I'm not really sure."
Search careers with key words.
Describe your dream career in a few words:
Examples: doctor, build houses
Search
Browse careers by industry.
There are over 900 career options for you to look at. Find yours in one of these industries:
Administration & Support Services
Browse
Tell us what you like to do.
Answer questions about the type of work you might enjoy. We'll suggest careers that match your interests and training.
Start
Still not sure? Check out careers in these groups:
Bright Outlook
Registered Apprenticeship
green
Job Prep
FOR VETERANS
Are you a veteran looking for work?
My Next Move for Veterans helps you find a civilian career similar to your military job.
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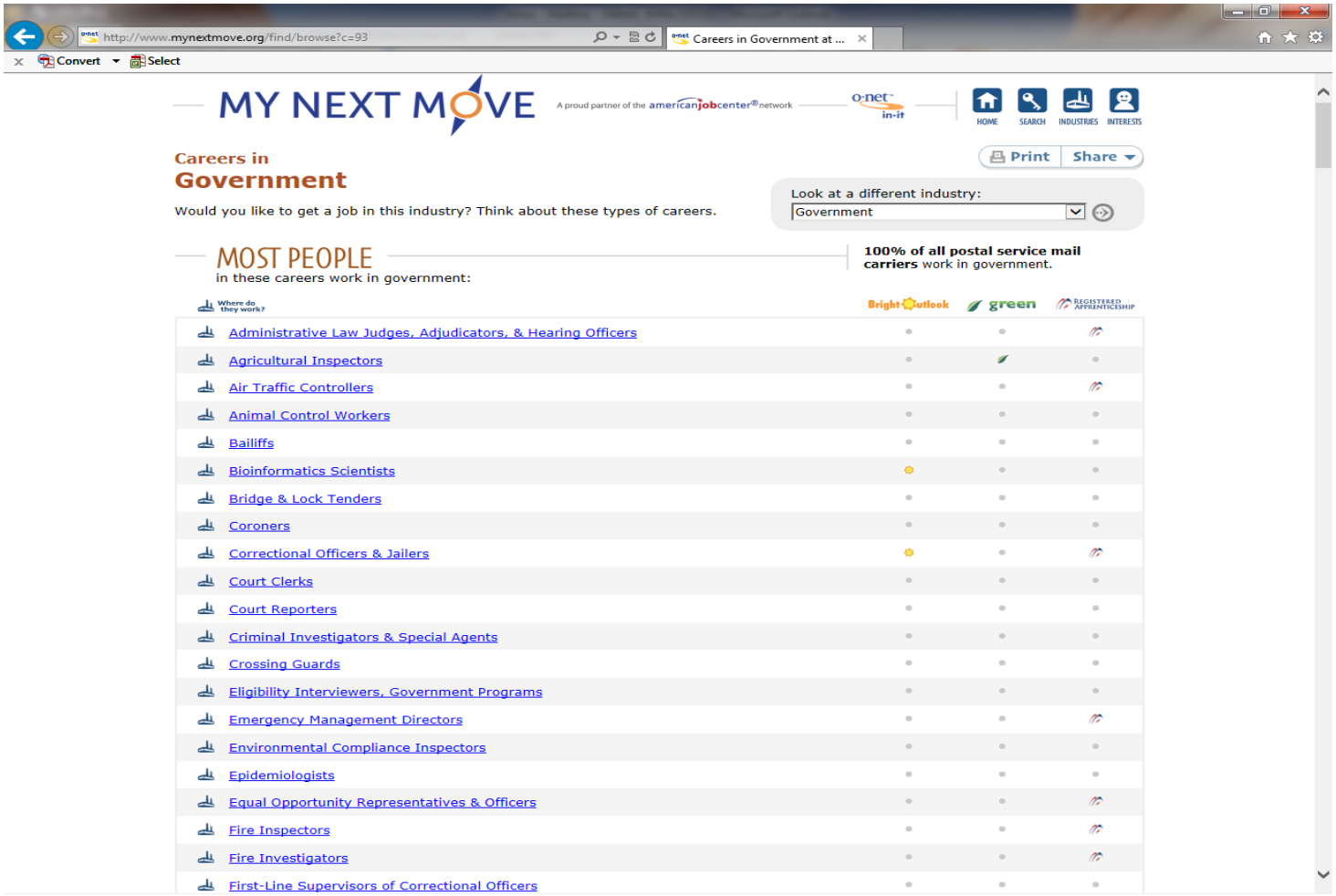

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Careers in Government at ...

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HOME SEARCH INDUSTRIES INTERESTS

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Careers in
Government

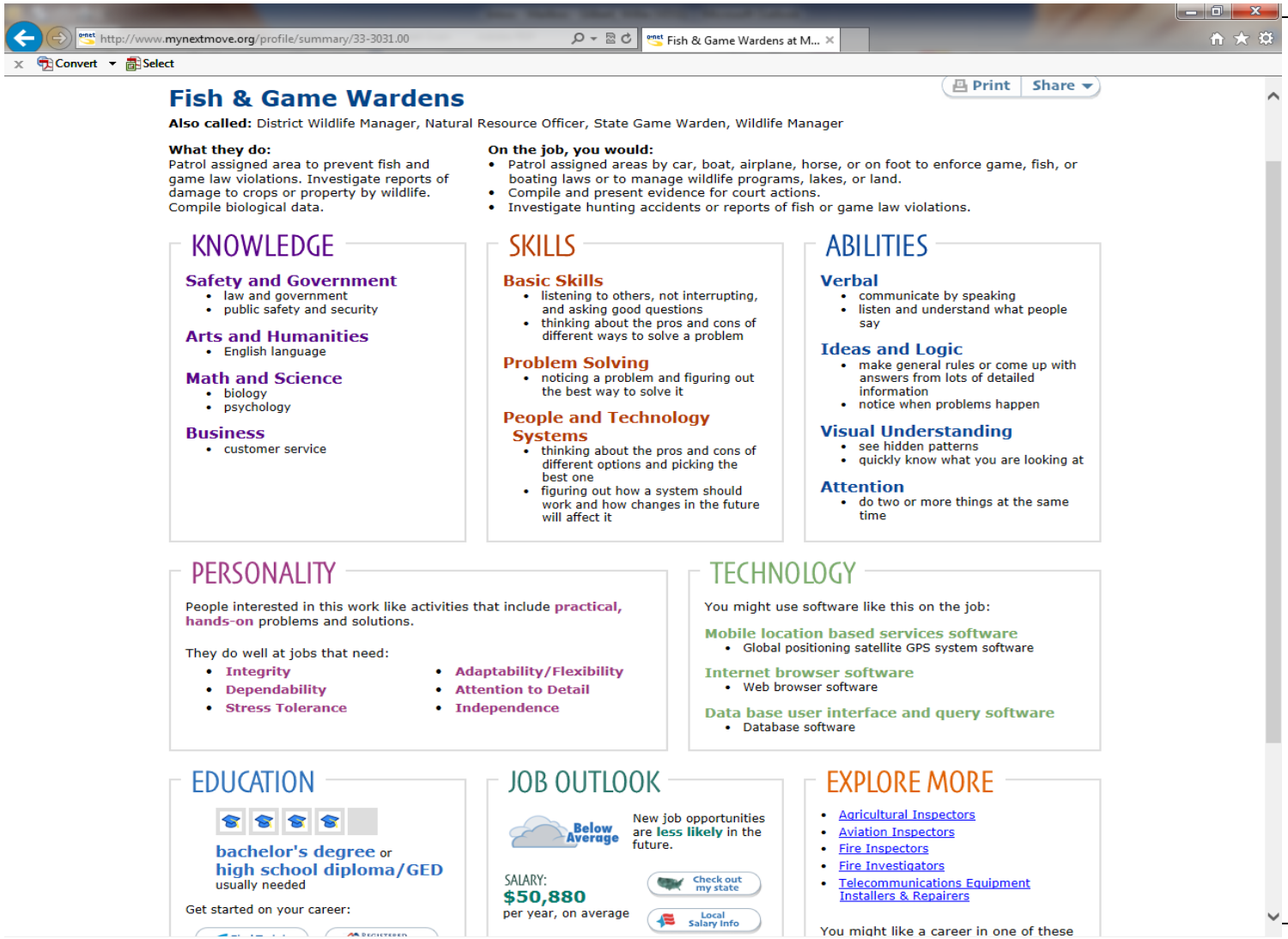
Would you like to get a job in this industry? Think about these types of careers.

Look at a different industry:
Government

MOST PEOPLE
in these careers work in government:

100% of all postal service mail carriers work in government.

Where do they work?	Bright Outlook	green	Registered Apprenticeship
Administrative Law Judges, Adjudicators, & Hearing Officers			
Agricultural Inspectors			
Air Traffic Controllers			
Animal Control Workers			
Bailiffs			
Bioinformatics Scientists			
Bridge & Lock Tenders			
Coroners			
Correctional Officers & Jailers			
Court Clerks			
Court Reporters			
Criminal Investigators & Special Agents			
Crossing Guards			
Eligibility Interviewers, Government Programs			
Emergency Management Directors			
Environmental Compliance Inspectors			
Epidemiologists			
Equal Opportunity Representatives & Officers			
Fire Inspectors			
Fire Investigators			
First-Line Supervisors of Correctional Officers			



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Fish & Game Wardens at M...

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Fish & Game Wardens

Also called: District Wildlife Manager, Natural Resource Officer, State Game Warden, Wildlife Manager

What they do:
Patrol assigned area to prevent fish and game law violations. Investigate reports of damage to crops or property by wildlife. Compile biological data.

On the job, you would:
- Patrol assigned areas by car, boat, airplane, horse, or on foot to enforce game, fish, or boating laws or to manage wildlife programs, lakes, or land.
- Compile and present evidence for court actions.
- Investigate hunting accidents or reports of fish or game law violations.

KNOWLEDGE

Safety and Government
- law and government
- public safety and security

Arts and Humanities
- English language

Math and Science
- biology
- psychology

Business
- customer service

SKILLS

Basic Skills
- listening to others, not interrupting, and asking good questions
- thinking about the pros and cons of different ways to solve a problem

Problem Solving
- noticing a problem and figuring out the best way to solve it

People and Technology Systems
- thinking about the pros and cons of different options and picking the best one
- figuring out how a system should work and how changes in the future will affect it

ABILITIES

Verbal
- communicate by speaking
- listen and understand what people say

Ideas and Logic
- make general rules or come up with answers from lots of detailed information
- notice when problems happen

Visual Understanding
- see hidden patterns
- quickly know what you are looking at

Attention
- do two or more things at the same time

PERSONALITY

People interested in this work like activities that include **practical, hands-on** problems and solutions.

They do well at jobs that need:
- **Integrity**
- **Dependability**
- **Stress Tolerance**
- **Adaptability/Flexibility**
- **Attention to Detail**
- **Independence**

TECHNOLOGY

You might use software like this on the job:

Mobile location based services software
- Global positioning satellite GPS system software

Internet browser software
- Web browser software

Data base user interface and query software
- Database software

EDUCATION

bachelor's degree or **high school diploma/GED** usually needed

Get started on your career:

JOB OUTLOOK

Below Average

New job opportunities are **less likely** in the future.

SALARY:
$50,880
per year, on average

Check out my state

Local Salary Info

EXPLORE MORE

- Agricultural Inspectors
- Aviation Inspectors
- Fire Inspectors
- Fire Investigators
- Telecommunications Equipment Installers & Repairers

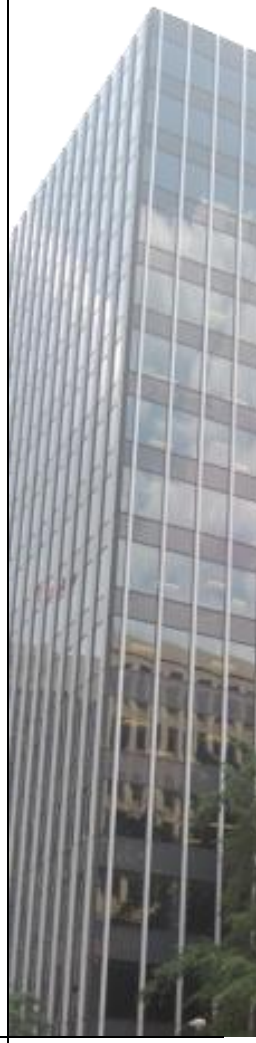
You might like a career in one of these

Gap Analysis ~ Part B

Part B: Assessing the Salary and Labor Market for the Civilian Occupation

After completing Part A; Filling the Gap, complete the Labor Market Information (LMI) for the civilian occupation.

Location:	
What is your preferred geographic location of relocation (City/State)?	
Salary:	
What is the salary range for this occupation?	
What is the salary range for this occupation in my preferred location (City/State)	
Does salary range fit my requirements?	
Job Outlook:	
What is the outlook for this occupation in your preferred state?	
What geographic locations (city/state) has a better outlook?	
Which location(s)(city/state) would you be willing to relocate to?	
Final Analysis	
Based upon "Filling the Gap", Salary, and Outlook, is this a good job to pursue?	
List 2 alternative jobs that you can explore to expand your options. If needed, repeat GAP Analysis with each alternative job.	
My Next Step, based upon Part A and B of Gap Analysis:	



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Local Salary Info

Find Jobs

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- Telecommunications Equipment Installers & Repairers

You might like a career in one of these industries:
- Government

See more details at O*NET OnLine about fish and game wardens.

Help Explore Careers O*NET Sites

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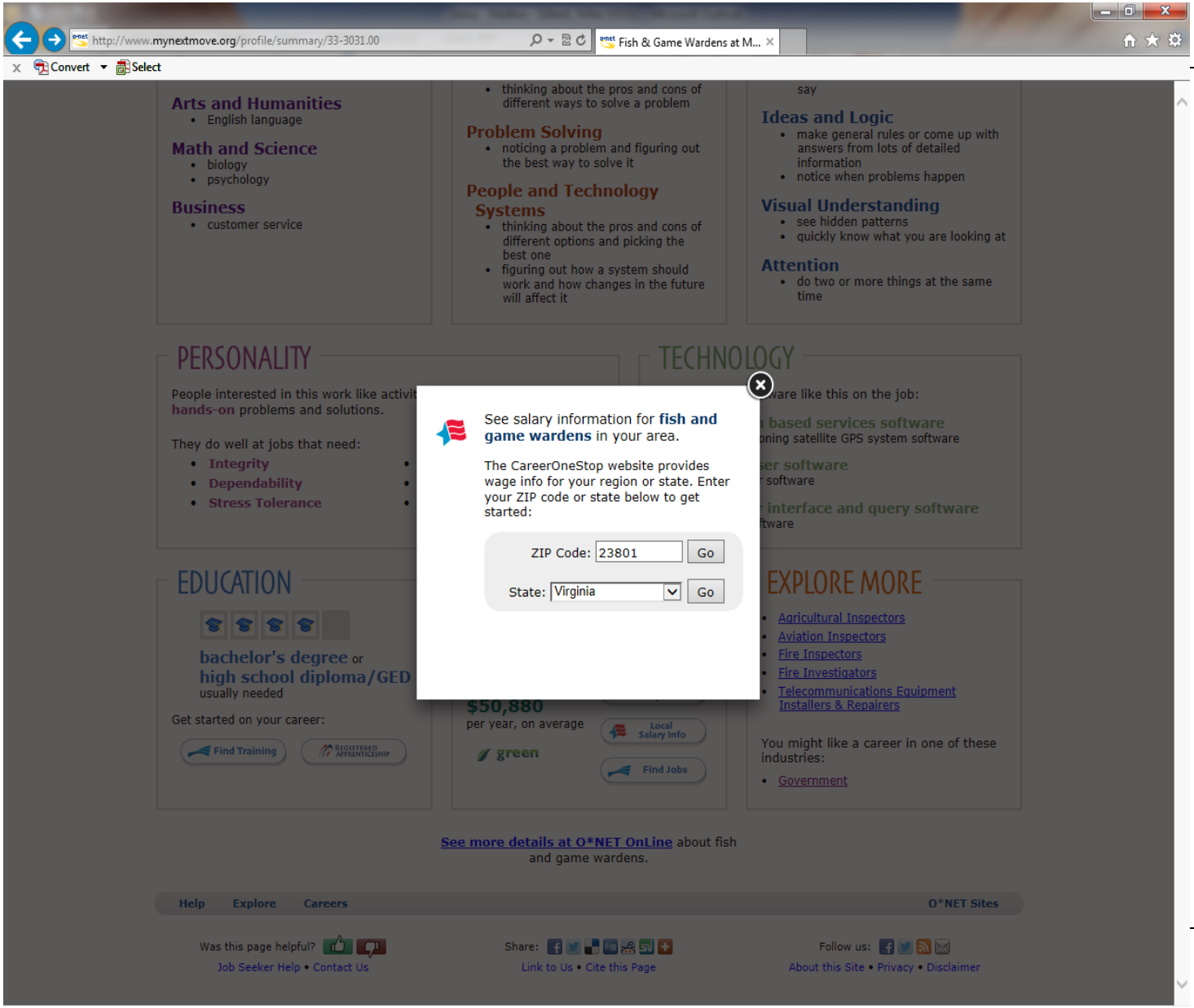
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interface and query software
tware
See salary information for fish and game wardens in your area.
The CareerOneStop website provides wage info for your region or state. Enter your ZIP code or state below to get started:
ZIP Code: 23801 Go
State: Virginia Go
EDUCATION
bachelor's degree or high school diploma/GED usually needed
Get started on your career:
Find Training
Registered Apprenticeship
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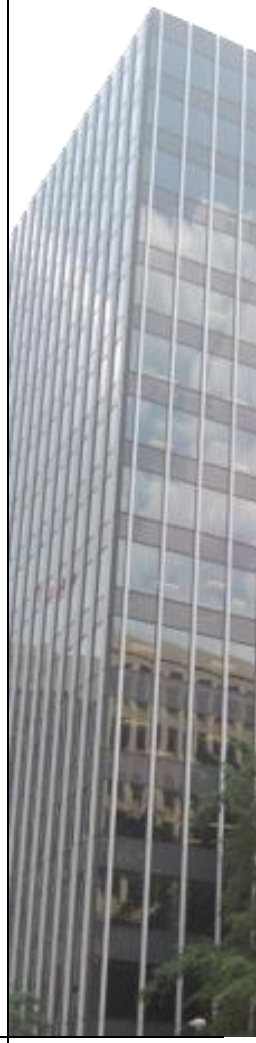

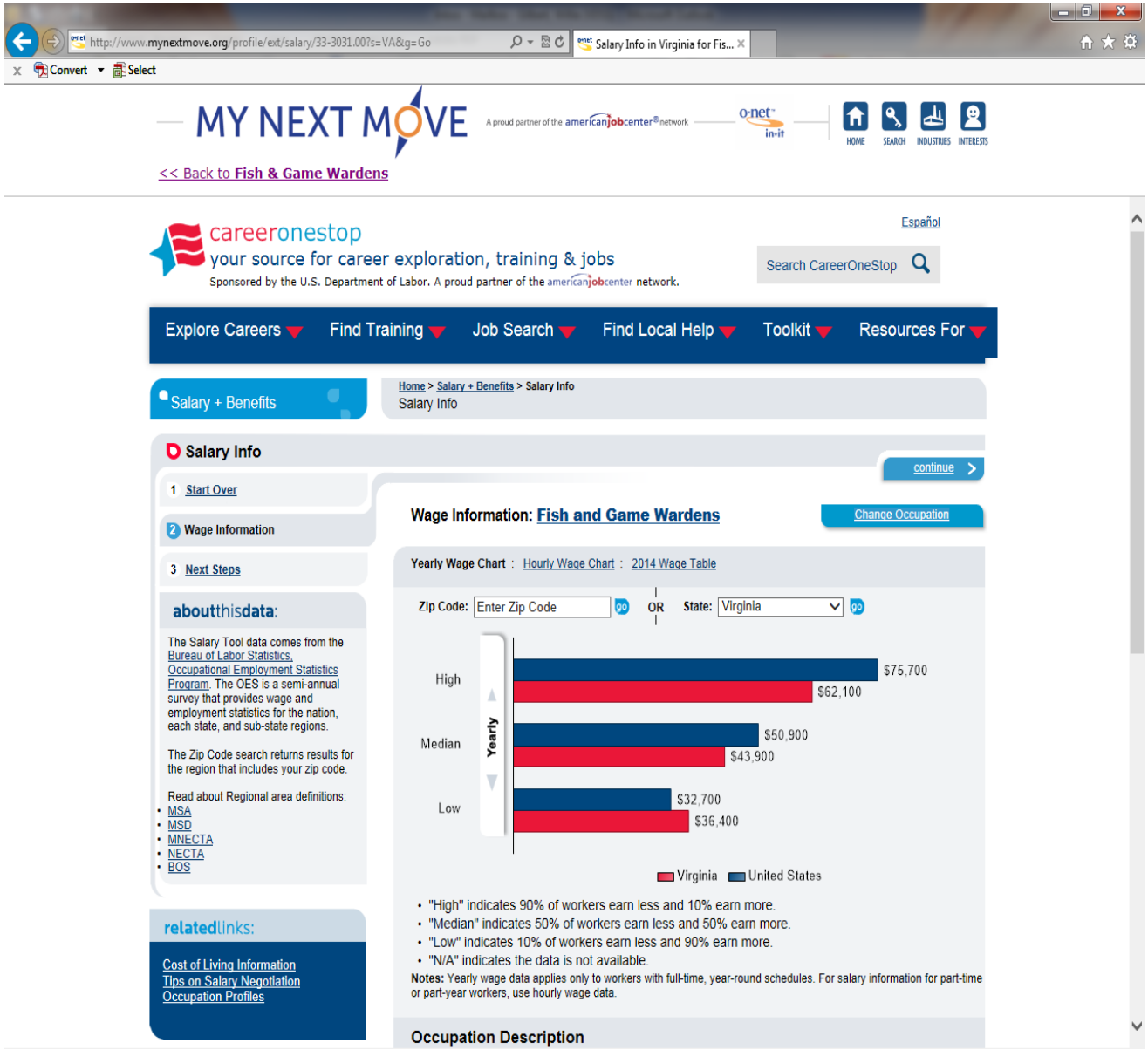
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Resources For
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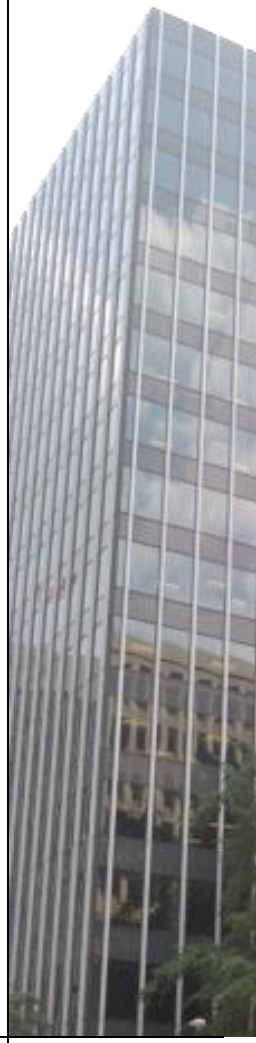
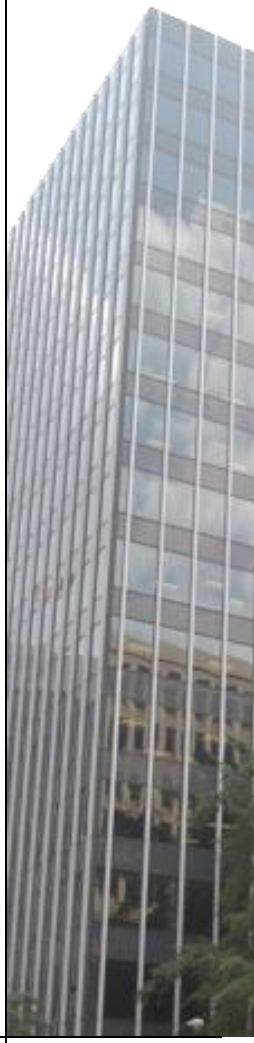
continue
1 Start Over
2 Wage Information
3 Next Steps
aboutthisdata:
The Salary Tool data comes from the Bureau of Labor Statistics, Occupational Employment Statistics Program. The OES is a semi-annual survey that provides wage and employment statistics for the nation, each state, and sub-state regions.
The Zip Code search returns results for the region that includes your zip code.
Read about Regional area definitions:
MSA
MSD
MNECTA
NECTA
BOS
relatedlinks:
Cost of Living Information
Tips on Salary Negotiation
Occupation Profiles
Wage Information: Fish and Game Wardens
Change Occupation
Yearly Wage Chart : Hourly Wage Chart : 2014 Wage Table
Zip Code: Enter Zip Code go OR State: Virginia go
High
Median
Low
Yearly
$75,700
$62,100
$50,900
$43,900
$32,700
$36,400
Virginia
United States
"High" indicates 90% of workers earn less and 10% earn more.
"Median" indicates 50% of workers earn less and 50% earn more.
"Low" indicates 10% of workers earn less and 90% earn more.
"N/A" indicates the data is not available.
Notes: Yearly wage data applies only to workers with full-time, year-round schedules. For salary information for part-time or part-year workers, use hourly wage data.
Occupation Description



Resume

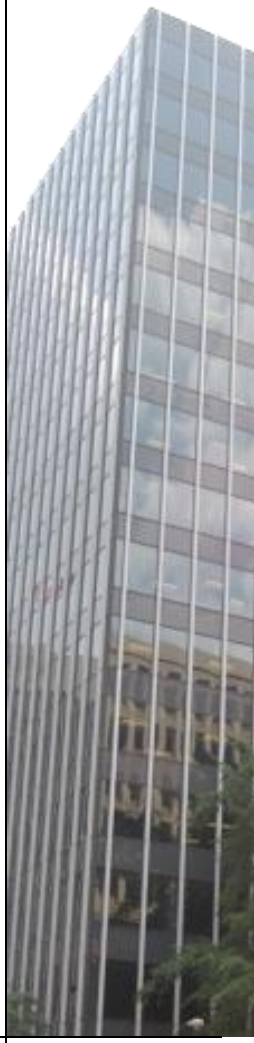
- Format your resume wisely
- Identify Accomplishments not just job descriptions
- Quantify your Accomplishments
- Cater your resume for the industry
- Replace your “Objective” with a “Career Summary”
- Network. Network. Network.



Appling for State Positions

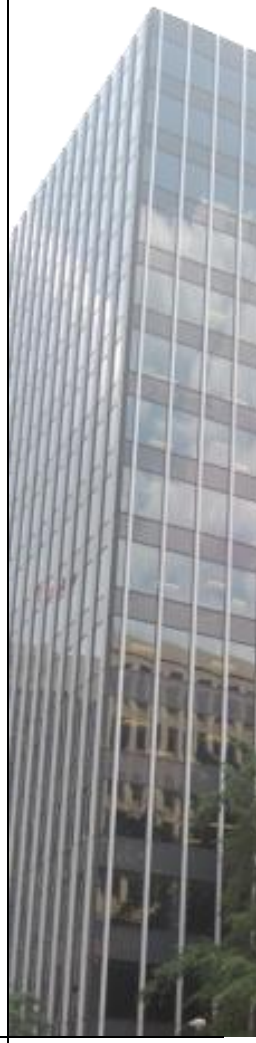
Job Announcement

- Job Description
- Minimum Qualifications
- Preferred Qualifications
- Supplemental Questions

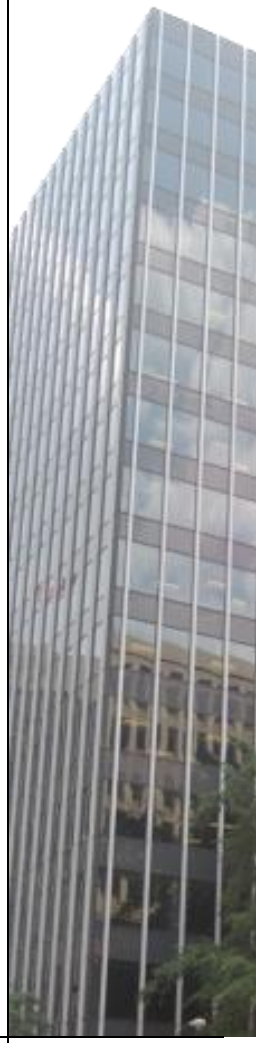


Job Description

JOB DESCRIPTION: Responsible for ensuring agencies supported by Community Services Block Grant (CSBG) funds are in compliance with federal and state requirements. Provides oversight of Community Action Agency (CAA) community needs assessment and other CSBG state plan standards to CAAs. Provide training in Organizational Development, Performance Management, etc. Provide project oversight to technology enhancements implemented for CAAs and Office of Community and Volunteer Services (OVCS). Provide technical assistance in program monitoring, oversight and evaluation of CSBG-funded agency performance. Provide assistance, as needed, to the Neighborhood Assistance Program, State Plan and other OVCS programs and respond to ad hoc requests from the Division, and the Department.



Minimum & Preferred Requirements



MINIMUM QUALIFICATIONS: Skill in working with multiple state and community stakeholders to communicate, train, and provide technical assistance to implement statewide changes. Demonstrated ability to train adults. Knowledge of information systems and evaluation methods. Knowledge of the concepts involved in logic models (needs, services to meet needs, expected outcome, results, measurement). Knowledge of state planning, program monitoring and outcome measurements. Knowledge of federal and state laws and regulations related to non-profit, public and private organizations. Ability to; manage complex projects, including leading project teams, tracking project timelines and outcomes, and assessing deliverables; develop, collect and provide analysis of data and complete reports for funders and internal users; develop, write technically and apply policies and procedures in support of agency operations and priorities; communicate effectively orally and in writing.

PREFERRED QUALIFICATIONS: Graduation from an accredited college or university with major course work in human services program management, business or public administration is preferred.

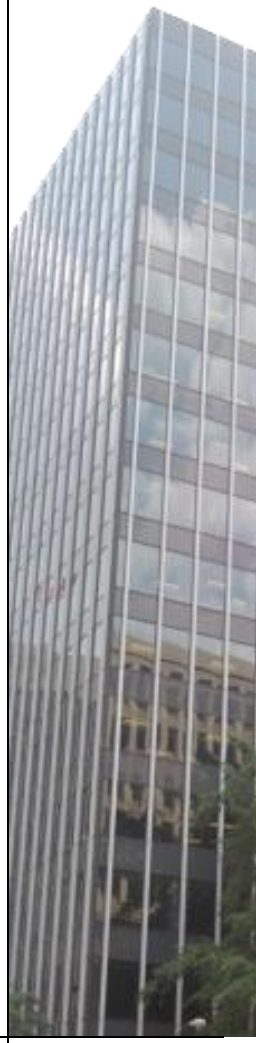
Supplemental Questions

7. * Do you have work experience composing and editing professional letters, memoranda, and documents/reports for executive-level staff?
    - No
    - Yes
8. * If you answered "yes" to the question related to work experience composing and editing professional letters, memoranda, and documents/reports for executive-level staff, please indicate the company name(s)/organization(s) and corresponding job titles listed on your State Application that would indicate the means by which you gained this experience.

    (Open Ended Question)
9. * Do you have work experience interpreting and analyzing information to make recommendations to management regarding administrative process improvements?
    - Yes
    - No
10. * If you answered "yes" to the question related to work experience interpreting and analyzing information to make recommendations to management regarding administrative process improvements, please indicate the company name (s)/organization(s) and corresponding job titles listed on your State Application that would indicate the means by which you gained this experience.

    (Open Ended Question)
11. * Are you proficient in Microsoft Office products, to include WORD, EXCEL, PowerPoint, and Outlook?
    - No
    - Yes
12. * If you answered "yes" to the question related to proficiency in Microsoft Office products, to include WORD, EXCEL, PowerPoint, and Outlook, please indicate the company name(s)/organization(s) and corresponding job titles listed on your State Application that would indicate the means by which you gained these skills.

    (Open Ended Question)
13. * Do you have experience establishing tracking, filing and electronic storage systems for executive staff?
    - Yes
    - No
14. * If you answered "yes" to the question related to experience establishing tracking, filing and electronic storage systems for executive staff, please indicate the company name(s)/organization(s) and corresponding job titles listed on your State Application that would indicate the means by which you gained this experience.

    (Open Ended Question)
15. * Do you possess proficiency in managing financial functions including budget reports, purchase orders, vouchers, travel, using automated financial systems?
    - No
    - Yes
16. * If you answered "yes" to the question related to proficiency in managing financial functions including budget reports, purchase orders, vouchers, travel, using automated financial systems, please indicate the name of the data system(s) that would indicate the means by which you gained these skills.

    (Open Ended Question)
17. * Do you have experience training and supporting staff in administrative practices and Department procedures?
    - Yes
    - No
18. * If you answered "yes" to the question related to experience training and supporting staff in administrative practices and Department procedures, please indicate the name of the data system(s) that would indicate the means by which you gained these skills.